

STRATEGIC HUMAN RESOURCE MANAGEMENT

A Systems Approach



NIGEL BASSETT-JONES

bf67
๑๗๗๐ -

B2320-0061

สำนักหอสมุด มหาวิทยาลัยเชียงใหม่

< ๑ ๑๖๔๐๐๘๖๘
' ๑ ๑ ๒๕๗๖๐๘๕
| ๑ ๑ ๒๖๘๔๙๗๘

STRATEGIC HUMAN RESOURCE MANAGEMENT

A Systems Approach



Nigel Bassett-Jones

CONTENTS

<i>List of Figures</i>	<i>vii</i>
<i>List of Tables</i>	<i>ix</i>
<i>Preface</i>	<i>x</i>

PART 1	
SHRM From a Systems Perspective	1
1 Strategic HRM and the Systems Perspective	3
2 What Is a System and What Is the Value of a Systems Approach?	18
3 The Organisation as a System	39
4 A Critical Evaluation of the Systems Perspective, When Applied to SHRM	61
5 Organisational Orientations to the Labour Market and Their Implications	75
6 SHRM and the Management of Innovation	86
7 SHRM and the Management of Change	99
8 Labour Markets, HR Planning and Recruitment and Selection	125

9	Pay and Reward Practises and Their Implications for Corporate Cultures	145
10	Human Resource Development From a Systems Perspective	161
11	Industrial and Employee Relations Seen Through a Systems Lens	182
12	Delivering Solutions to Complex Organisational Problems Using Soft Systems Modelling	211
PART 2		
The Future of SHRM From a Systems Perspective		239
13	The New Saeculum and Its Implications for Strategic Human Resource Management?	241
14	A Systems Dynamic Perspective of the Post-Covid-19 World	264
15	Epilogue	278
	<i>Glossary of Systems Theory Terminology</i>	283
	<i>Index</i>	286